

Comparisons of Job Characteristics

Focus Occupation: [Training and Development Managers \(11-3042\)](#)

Associated Occupation: [Industrial-Organizational Psychologists \(19-3032\)](#)

[Compare Knowledge](#)

[Compare Skills](#)

[Compare Abilities](#)

[Compare Detailed Work Activities](#)

[Compare Tools and Technologies](#)

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

Knowledge

Similarity of Focus Occupation to Associated Occupation: 86

Focus Occupation: Training and Development Managers (11-3042)

Associated Occupation: Industrial-Organizational Psychologists (19-3032)

Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation
Personnel and Human Resources	5.6	23.1	16.6	<< Extensive education and/or training may be required
Psychology	6.4	21.5	12.3	<< Extensive education and/or training may be required
Education and Training	9.2	19.6	22.1	> Current knowledge level is likely sufficient
English Language	11.2	18.4	19.4	0 Current knowledge level may be sufficient
Mathematics	9.2	16.9	9.0	<< Extensive education and/or training may be required
Sociology and Anthropology	4.1	12.9	11.4	< Expanded education and/or training may be required
Administration and Management	8.4	11.6	16.0	>> Current knowledge level is likely more than sufficient
Law and Government	5.9	10.6	7.8	<< Extensive education and/or training may be required
Communications and Media	5.3	10.5	11.2	0 Current knowledge level may be sufficient
Therapy and Counseling	3.8	9.5	7.1	<< Extensive education and/or training may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Skills

Similarity of Focus Occupation to Associated Occupation: 68

Focus Occupation: Training and Development Managers (11-3042)

Associated Occupation: Industrial-Organizational Psychologists (19-3032)

Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation
Critical Thinking	10.8	14.8	13.5	0 Current skill level may be sufficient

Writing	9.2	14.6	12.2	<	A higher skill level may be required
Judgment and Decision Making	9.4	14.1	12.3	<	A higher skill level may be required
Social Perceptiveness	9.1	13.6	12.5	0	Current skill level may be sufficient
Systems Evaluation	6.4	13.3	11.3	<	A higher skill level may be required
Complex Problem Solving	9.1	13.2	12.3	0	Current skill level may be sufficient
Management of Personnel Resources	6.9	12.4	13.6	0	Current skill level may be sufficient
Systems Analysis	6.5	12.3	11.2	0	Current skill level may be sufficient
Mathematics	6.2	12.0	7.2	<<	Extensive development of skills in this area may be required
Science	4.5	12.0	2.6	<<	Extensive development of skills in this area may be required
Learning Strategies	7.2	11.8	18.5	>>	Skill level is likely more than sufficient
Programming	2.2	9.4	2.7	<<	Extensive development of skills in this area may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Abilities

Similarity of Focus Occupation to Associated Occupation: 97

Focus Occupation: Training and Development Managers (11-3042)

Associated Occupation: Industrial-Organizational Psychologists (19-3032)

Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Oral Expression	12.4	15.7	17.2	0	Current ability level may be sufficient
Oral Comprehension	12.5	15.4	14.5	0	Current ability level may be sufficient
Written Comprehension	11.0	15.4	14.2	0	Current ability level may be sufficient
Written Expression	9.8	15.4	14.8	0	Current ability level may be sufficient
Deductive Reasoning	10.6	14.4	14.1	0	Current ability level may be sufficient
Inductive Reasoning	10.2	13.2	12.2	0	Current ability level may be sufficient
Speech Clarity	10.2	13.0	17.0	>>	Current ability level is likely more than sufficient
Information Ordering	9.9	12.3	11.6	0	Current ability level may be sufficient
Fluency of Ideas	7.6	11.9	12.5	0	Current ability level may be sufficient
Originality	7.6	11.9	12.6	0	Current ability level may be sufficient
Category Flexibility	9.0	11.6	10.5	<	Some improvement in abilities may be required
Mathematical Reasoning	6.3	11.6	8.3	<<	Extensive improvement in abilities may be required
Number Facility	6.3	10.1	7.3	<<	Extensive improvement in abilities may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Activities that Both Occupations Have in Common

Similarity of Focus
Occupation to Associated
Occupation: 90

Focus Occupation: Training and Development Managers (11-3042)
Associated Occupation: Industrial-Organizational Psychologists (19-3032)

Work Activities	Exclusivity of Activity
Assess staff or applicant skill levels	84
Develop course or training objectives	42
Develop policies, procedures, methods, or standards	21
Develop training evaluation procedures	99
Develop training programs	85
Evaluate training materials	92
Evaluate training programs or instructors	95
Identify training needs	87
Plan training procedures	99
Understand government labor or employment regulations	87
Write employee orientation or training materials	80

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Tools and Technologies that Both Occupations Have in Common

Similarity of Focus
Occupation to Associated
Occupation: 94

Focus Occupation: Training and Development Managers (11-3042)
Associated Occupation: Industrial-Organizational Psychologists (19-3032)

Tools and Technologies	Exclusivity
Business function specific software	1
Computers	1
Content authoring and editing software	1
Content management software	6
Development software	4
Finance accounting and enterprise resource planning ERP software	2
Information exchange software	1
Media storage devices	21
Network applications software	1
Projectors and supplies	13

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.